



WASHOE COUNTY

"Dedicated To Excellence in Public Service"

www.washoecounty.us

CM/ACM JOH
Finance MM
DA DW
Risk Mgt. DE
HR JN
Other _____

STAFF REPORT

BOARD MEETING DATE: January 12, 2016

DATE: December 11, 2015
TO: Board of County Commissioners
FROM: John Listinsky, Director of Human Resources/Labor Relations
328-2089 jlistinsky@washoecounty.us
THROUGH: Joey Orduna Hastings, Assistant County Manager
328-2000 jhastings@washoecounty.us

SUBJECT: Recommendation to approve revision of the Washoe County Self-Funded Group Health Insurance Plans Plan Document effective retroactive to January 1, 2016 to remove exclusions for therapy or counseling, medications, hormone therapy as it relates to members diagnosed as transsexual or with gender dysphoria; and authorize Director of Human Resources/Labor Relations to execute same. (No fiscal impact) (All Commission Districts.)

SUMMARY

Recommendation to approve revision of the Washoe County Self-Funded Group Health Insurance Plans Plan Document retroactive to January 1, 2016 to remove exclusions for therapy or counseling, medications, hormone therapy as it relates to members diagnosed as transsexual or with gender dysphoria.

This item is effective retroactively to January 1, 2016 to coincide with the new health plan year.

Washoe County Strategic Objective supported by this item: Valued, Engaged Employee Workforce

PREVIOUS ACTION

On November 10, 2015, the BCC acknowledged the overview of the current Employee Health Benefits Program and presentation of options for consideration for a sustainable future of the Health Benefits Fund.

BACKGROUND

The Washoe County Self-Funded Preferred-Provider Organization (PPO) and High Deductible Health Plan (HDHP) share a Plan Document to include the same eligible medical expenses and ineligible medical expenses. As described in the Plan Document, current excluded services include therapy or counseling, medications, and hormone therapy for transsexual and gender dysphoric members.

AGENDA ITEM # 8.G.2.

These exclusions, as written, are considered discriminatory language which must be removed. Services provided to some members cannot be excluded for other members based on gender identity or expression.

CVS/Caremark, Washoe County's pharmacy benefit manager for prescription drug coverage for both the PPO and HDHP covers medications and hormone therapy. CVS/Caremark does not require notification of the medical diagnosis prior to filling a member's prescription; there is no coordination between the pharmacy benefits and medical plan document. Therefore, members with sex-related disorders currently have access to and may already be receiving medications and hormone therapy.

FISCAL IMPACT

The fiscal impact of the addition of therapy and counseling for those members diagnosed as transsexual or with gender dysphoria would be minimal and inconsequential to the overall budget.

RECOMMENDATION

Recommendation to approve revision of the Washoe County Self-Funded Group Health Insurance Plans Plan Document effective retroactive to January 1, 2016 to remove exclusions for therapy or counseling, medications, hormone therapy as it relates to members diagnosed as transsexual or with gender dysphoria; and authorize Director of Human Resources/Labor Relations to execute same.

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be:

Move to approve revision of the Washoe County Self-Funded Group Health Insurance Plans Plan Document effective retroactive to January 1, 2016 to remove exclusions for therapy or counseling, medications, hormone therapy as it relates to members diagnosed as transsexual or with gender dysphoria; and authorize Director of Human Resources/Labor Relations to execute same.